

## Leading Practices: Safe Space

The PCMA Capital Chapter is committed to developing and continuing practices that will ensure diversity, equity and inclusion (DEI) within the organization. Please read our mission statement [here](#). We strive to ensure a safe and welcoming space for all that fosters mutual respect and excludes any type of harassment. Our practices include:

- **Welcoming and Promoting Dialog**  
*PCMA members have different backgrounds and perspectives, and we encourage dialogue about those differences and promote curiosity. Our goal is that members of all backgrounds know they are valued, and our expectation is for all members to value others no matter how divergent their views.*
- **Building Trust**  
*Character, competence, and communication are the basis for trust. By embodying all three components, the committee will encourage open dialog among committee members and between chapter members and participants.*
- **Putting People First and Really Listening**  
*Showing empathy and care. Asking “how can I help?”*
- **Establishing a Confidential Communications Channel**  
*We strive to create a safe way for individuals or organizations to communicate with the PCMA Capital Chapter leadership in a trusting way. Every inquiry must be handled in a confidential manner.*
- **Creating a Diverse Panel to Review Incidents**  
*Create a ‘Safe Spaces Panel’ to anonymously review and document inquiries and incidents anonymously and without information that could be linked to an individual or organization. Included on the panel is a cross representation of age, experience, gender, abilities, and race. The panel must be balanced and give their consent to assist when asked to answer concerns and supply resources.*

### Resources

- <https://www.merriam-webster.com/dictionary/safe%20space>